

## PROFESSIONAL STAFF DEVELOPMENT

Continuing professional growth and increasing effectiveness on the part of the entire staff is essential for the success of educational programs and Cooperative operations. The continual professional growth of all staff members will be encouraged and opportunities for continuing education will be provided within budgetary limitations.

In order to incentivize and recognize the efforts of those in teaching positions to further their education and obtain further licensure, the Cooperative provides the following education-related stipends:

Advance Degree (Beyond Bachelors) – upon completion of an advanced education related degree, the employee will have \$750 added to their salary under the following conditions:

1. The course of study must be approved by the Director and Board of Education in writing in advance.
2. The employee must submit an official transcript verifying completion of the degree to the Human Resources Director.
3. The \$750 salary increase will become effective at the inception of the first contract period to begin following submission of the transcript.
4. The salary increase will be added after any cost of living increase approved separately by the Board is calculated and will be paid out over the term of the contract or employment agreement.

Alternative Certification (as outlined in ARSD 24:15:04) – A stipend will be paid to the employee upon completion of the requirements for SD Department of Education alternative certification and a signed contract with EDEC for the following fiscal year. The \$750.00 one-time lump sum stipend will be paid to the employee prior to October 1 of the contract year following receipt of the alternative certification.

Additional Licensure in New Field (as outlined in MN Administrative Rules Chapter 8710) – A stipend will be paid to an employee who obtains a professional Minnesota teaching license in an additional field of licensure that will enhance the teacher's current assignment, or to an employee who obtains a professional license after working under contract for EDEC with a temporary or non-renewable license. The course of study necessary to obtain the licensure must be approved by the Director and Board of Education in writing in advance. The \$750.00 one time lump sum stipend will be paid to the employee prior to October 1 of the contract year following receipt of the licensure.

Policy Adopted: January 27, 2010